

**Bruneau/Grand View School District #3365**  
**2013-14 Differential Pay Plan**

**Understandings:**

- The moneys distributed for the differential pay plan are provided for in section 33-1002, Idaho Code.
- The payment of any funds to an employee pursuant to this section shall not create any requirement that the school district maintain or repeat such a payment in the future.
- Bruneau/Grand View School District's Differential Pay Plan was developed with input from the principals, teachers, and the superintendent.
- Buildings are determining the goals. Each building is responsible for determining the assessment used to measure the goal.











**Professional Development**

- To support student growth and achievement BGVSD has planned a series of professional development opportunities:
  - ELA and Math teachers- aligning curriculum with Idaho Core Standards
  - Science and Social Studies teachers – Instruction in reading and writing strategies that support ELA Idaho Core
  - PE/Health teachers – Alignment of PE/Health standards and Idaho Core Standards; using informational text in health and PE
  - New teachers to the district – New teacher training
  - Discovery Education – Utilizing technology to increase student engagement and application of project based learning

**Distribution:**

- Funds will be divided evenly across the staff, both certificated and classified, proportionally according to their FTE status, and successful completion of the established goals.

## Homedale Elementary School

<u>Student Achievement</u>	<u>FIRST SEMESTER: PRE-TEST</u>	<u>SECOND SEMESTER: POST-TEST</u>
<b>Kindergarten</b>	 <div> AIMSweb Letter Sound Fluency  AIMSweb Oral Counting- Math </div>	 <div> AIMSweb Letter Sound Fluency  AIMSweb Oral Counting- Math </div>
<b>First Grade</b>	 <div> AIMSweb R-CBM Fluency  AIMSweb MCOMP </div>	 <div> AIMSweb R-CBM Fluency  AIMSweb </div>
<b>Second Grade</b>	 <div> AIMSweb R-CBM Fluency  AIMSweb M-CAP Math </div>	 <div> AIMSweb R-CBM Fluency  AIMSweb M-CAP Math </div>
<b>Third Grade</b>	 <div> AIMSweb R-CBM Fluency  AIMSweb M-CAP Math </div>	 <div> AIMSweb R-CBM Fluency  AIMSweb M-CAP Math </div>
<b>Fourth Grade</b>	 <div> AIMSweb MAZE  Comprehension  AIMSweb M-CAP Math </div>	 <div> AIMSweb MAZE  Comprehension  AIMSweb M-CAP Math </div>
		<div> AIMSweb K-5 Reading Measure  75% of all students k-5 will meet or exceed the end of the year expected growth rates based on the 50<sup>th</sup> percentile of AIMS WEB NATIONAL MORM RATES </div>
		<div> AIMSweb K-5 Math Measures  75% of all students k-5 will meet or exceed the end of the year expected growth rates based on the 50<sup>th</sup> percentile of AIMS WEB NATIONAL MORM RATES </div>

\*All BGVES teachers will create at least one lesson which incorporates the Idaho Education Network (IEN) Video Teleconferencing system during the school year. Teachers will submit data on the lesson and send it to the IEN for their database. This data will be shared with other schools in the state.

## RIMROCK Jr/Sr High School

### Student Achievement

\*All Rimrock Jr/Sr High School students will take a pre-test and post-assessment for to demonstrate writing proficiency. 70% of our students that measure proficient or below (Scale 4-1 with 4 Advance) on the retest will advance in writing by at least one (1) proficiency level as measured by the former state of Idaho DWA rubric on the posttest 2014.

### Professional Practice

A team of teachers will attend the Idaho Leads project training. Those teachers will provide additional training and support to the Rimrock Jr/Sr High School team in building a clearer understanding of the Idaho Core, especially in writing.

\*All Rimrock teachers and paraprofessionals will monitor student learning by providing reteaching to students who have D or F grades, keeping a parent contact log, and documenting additional support efforts for at-risk students. Teachers will submit the completed log and intervention checklist to the principal at the end of each quarter when classroom grades are submitted.

Measure	Benchmark	Share
70% of our students that measure proficient or below (Scale 4-1 with 4 Advance) on the retest will advance in writing by at least one (1) proficiency level as measured by the former state of Idaho DWA rubric on the posttest 2014.	<ol style="list-style-type: none"><li>1. students meeting measure = 56%</li><li>2. students meeting measure = 63%</li><li>3. Measure met by students</li></ol>	<ol style="list-style-type: none"><li>1. 60% of differential pay</li><li>2. 80% of differential pay</li><li>3. 100% of differential pay</li></ol>